Administer Officer Promotions and Selections

February 2015

Terminal Learning Objective

Action: Administer Officer Promotions and Selections

Conditions: Given classroom instruction, AR 350-100 (Officer Active Duty Service Obligations), AR 600-8-29 (Officer Promotions) and awareness of Operational Environment (OE), variables and actors.

Standard: Score 70% or higher on a knowledge based exam that includes the following learning activities:

1. Define the objectives of the AC officer promotion system.
2. Communicate decentralized and centralized officer promotion system policies and

Outline

- Objectives of the Officer Promotion System
- Officer Promotion Policies
  - Eligibility
  - Non-selects
  - Selective Continuation
- Officer Promotion Systems
  - Decentralized
    - Presidential Appointment
  - Centralized
- Responsibilities of the Battalion and Brigade S-1

Objectives

Officer Promotion System

- Fill authorized spaces with best qualified officers
- Provide career progression
- Preclude promotion of ineligible
- Provide an equitable system

Para 1-1, AR 600-8-29

Officer Promotion Systems

- **Decentralized** selection process
  - GEN (Presidential Appointment)
  - LTG (Presidential Appointment)
  - 1LT (Battalion Commander)
  - CW2 (Battalion Commander)
- **Centralized** selection process
  - MG, BG, COL, LTC, MAJ, and CPT will be IAW sections 611 through 626 and 628, Title 10, United States Code (USC)
  - CW5, CW4, and CW3 will be IAW sections 571 through 583, Title 10, USC

Para 1-7 & 1-9, AR 600-8-29

Promotion Eligibility Requirements

Current Grade	Time in Grade (TIG) for Promotion "Consideration"	Time in Grade for Promotion
WO1*	No Requirement	2 Years
CW2 – CW4	2 Years Active	No Additional Requirement
2LT	No Requirement	18 Months
1LT	No Requirement	2 Years
CPT – LTC	3 Years	No Additional Requirement
COL – BG	1 Year	No Additional Requirement

* *WO1s must serve 18 months on active duty before promotion to CW2.*

Para 1-10c, AR 600-8-29

AC FY12/13 Promotion Rates

Officer Promotion Rates						Warrant Officer Promotion Rates		
Rank	Current Promotion Rate	Projected Promotion Rate	Current Pin on point (YRS)	Projected Pin on point (YRS)		Rank	Current Promotion Rate (AV / Tech)	Current Pin on Point (YRS)
CPT	92.50%	90%	3.5	4		CW2	98.1 / 97.3%	2
MAJ	83.50%	80%	9.8	10.5		CW3	58.4 / 74.5%	6
LTC	83.00%	70%	16.7	17		CW4	60.6 / 80.6%	14
COL	37.20%	50%	21.8	22.5		CW5	21.0 / 26.1%	20

- Future Promotion Opportunity targeted to future requirements
- Expect increase in time in grade to CPT, MAJ and

Unmasking of Army Officer Evaluations Reports

(Army Directive 2015-07)

- Elimination of the masking process supports transparency

- Improves the accuracy of an officer's file in personnel management decision for the individual officer and the Army

- Boards are now best qualified vs. fully qualified – ensures we retain and promote best

All OERs, including *previously masked OER* will be placed in the *performance section* of the official Army Military Human Resource Records file.

Not Eligible for Promotion

- Officers are not eligible for promotion if:
  - Separation or retirement date falls within 90 days of the board convened date
  - 1LTs twice not selected for promotion to CPT
  - WOs twice not selected for promotion to CW3, CW4, or CW5 and not selectively continued
  - WOs with less than 3 years of active duty service in their current grade
  - Commissioned officers with less than 1 year of continuous active duty

Para 1-10e, AR 600-8-29

Non-Select for Promotion to 1LT and CW2

- **To 1LT**
  - 6 month evaluation period if a potential for promotion exists
  - Separate within 90 days if performance determined inconsistent with good order and discipline
- **To CW2**
  - Separate within 90 days
- **Exceptions**
  - Revert to enlisted rank if statutory requirement exists
  - If 2 years from retirement
- **Requirements**
  - Process a DA Form 78 on all non-selects NLT the Promotion

Para 1-13 & Para 3-5, AR 600-8-29

Twice Non-Select for Promotion to CW3-CW5 and CPT-LTC

- Discharged or REFRAD IAW AR 600–8–24
- Retired under any provision of law, if eligible
- Retained on active duty until qualified for retirement if within 2 years of qualifying for retirement
- Selectively continued under provisions of Para 1–14,
  AR 600-8-29
- AMEDD officers – recommended for continuation on active duty until all active duty service obligations have been fulfilled

Selective Continuation

- Allows continued service if not promoted in primary or above-the-zone categories
- Selective Continuation Board recommends officers for continued service – SA approves list
- Officers cannot apply for selective continuation
- Applies to promotions to:
  - CW3, CW4, or CW5
  - MAJ or LTC

Para 1-14, AR 600-8-29

Check on Learning

Q: What are the three officer promotion systems?

A: Decentralized, Presidential Appointment to LTG and GEN, and Centralized.

Q: True or false, 2LTs must be immediately separated within 90 days if they are not promoted to 1LT?

A: False, a 2LT can be given a 6 month evaluation period if a potential for promotion exists.

Q: True or False, officers can apply for selective continuation.

A: False, DA will determine officer selective continuation.

Decentralized Promotion System Key Components

- Determining Active Date of Rank (ADOR)
- Compute Promotion Eligibility Date (PED)
- Promotion Authorities
- Automated Promotion Management

Determining 2LT / WO1 Active Date of Rank (ADOR)

- 2LT ADOR for USMA graduates will be the date of their appointments as RA 2LTs
- 2LT ADOR of graduates of a service academy other than USMA will be the USMA main graduation date in the year of their appointment *(see HRC instructions for details)*
- 2LT ADOR of ROTC cadets in May or June of any year is the same as the USMA main graduation date for that year
- ADOR of an officer receiving an original appointment as an RA commissioned officer, other than as stated above, is the date the appointment is accepted
- For an OTRA ROTC 2LT, see para 2-1f thru 2-1i, AR 600-8-29
- WO1 ADOR – See Table 2-1, AR 600-8-29

Para 2-1 and Table 2-1, AR 600-8-29

Compute Promotion Eligibility Date (PED) to 1LT / CW2

- AR 600-8-29, Chapter 3 covers promotion eligibility date determination for promotion to 1LT and CW2
- Table 3–2 covers computing PED to 1LT
- Table 3–3 covers computing PED to CW2

1LT / CW2 Promotion Authorities

- Recommending Authority (officer's rater)

Para 1-16, AR 600-8-29

- Approval Authority
  - Must be LTC or frocked MAJ(P) in command position
  - Normally Senior Rater (Battalion Commander)

- Promotion Review Authority (PRA)
  - Takes final action on 2LT / WO1 not recommended for promotion
  - Commander having General Court Martial Authority (GCMCA)

or

  - 1st General Officer (GO) in chain of command with a Judge Advocate available.
  - PRA decision is final

Para 3-5, AR 600-8-29

Automated Promotion Management
(1 of 2)

- Promotions via web-based application on eMILPO
- Direct access for promotion authorities and authorized representatives (normally S-1 Section personnel)
- View eligible officers 2 months prior to PED using eMILPO
- Must have an AKO account to access promotions application
- System must be updated NLT 20th of each month
- Promotion is automatic unless actively precluded by Chain of Command

Automated Promotion Management
(2 of 2)

- Automatic updates include:
  - TAPDB and DFAS
  - Generates a promotion order
    - Sent directly to officer's OMPF
    - Retrievable thru TOPMIS II
- Flagged officers (per AR 600-8-2):
  - Identified on web application
  - Automatically disapproved for promotion
- Eligible for promotion after lifting flag in eMILPO and processing update thru TAPDB
- Hard copy DA Form 78s only required for non-selects

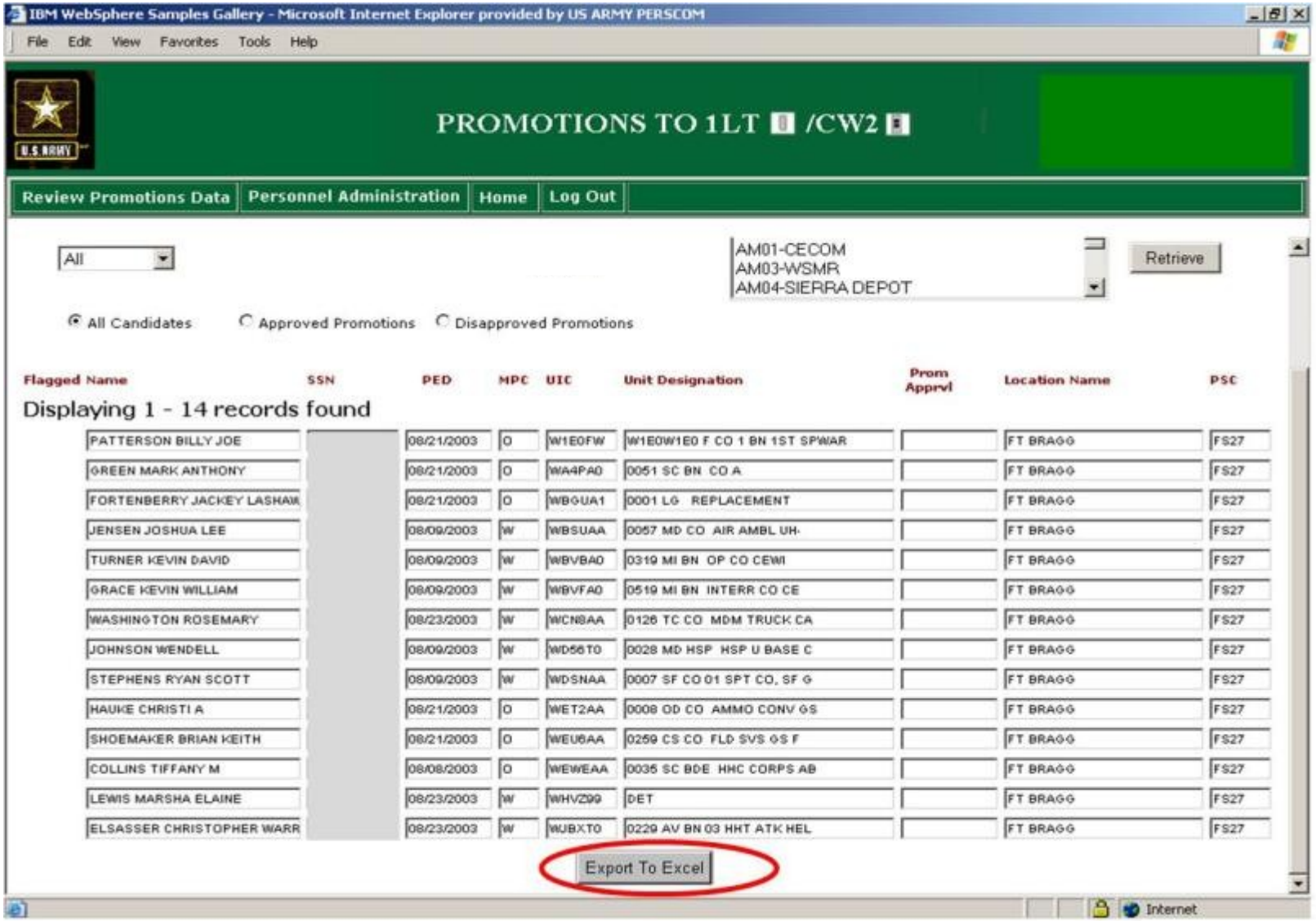
Scenario

The Brigade Commander sends you an email requesting information regarding his junior officers. Specifically, he wants to know who all the WO1/2LT and 1LT/CPTs in the brigade are with a date of rank beginning in January 2009. He wants a roster by Last Name, First Name, Rank, Unit, DOR, and BASD. The Commander also wants the roster sorted by Rank.

Today is 18 March 2011.

How many WO1/2LT and 1LT/CPTs are in the Brigade?

BDE S-1 Review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PROMOTIONS TO 1LT /CW2
Review Promotions Data
Personnel Administration
Home
Log Out
All
AM01-CECOM
AM03-WSMR
AM04-SIERRA DEPOT
Retrieve
All Candidates
Approved Promotions
Disapproved Promotions
Flagged Name
SSN
PED
MPC
UIC
Unit Designation
Prom Apprvl
Location Name
PSC
Displaying 1 - 14 records found
PATTERSON BILLY JOE 08/21/2003 O W1E0FW W1E0W1E0 F CO 1 BN 1ST SPWAR FT BRAGG FS27
GREEN MARK ANTHONY 08/21/2003 O WA4PA0 0051 SC BN CO A FT BRAGG FS27
FORTENBERRY JACKEY LASHAW 08/21/2003 O WBGUA1 0001 LG REPLACEMENT FT BRAGG FS27
JENSEN JOSHUA LEE 08/09/2003 W WBSUAA 0057 MD CO AIR AMBL UH- FT BRAGG FS27
TURNER KEVIN DAVID 08/09/2003 W WBVBA0 0319 MI BN OP CO CEWI FT BRAGG FS27
GRACE KEVIN WILLIAM 08/09/2003 W WBVFA0 0519 MI BN INTERR CO CE FT BRAGG FS27
WASHINGTON ROSEMARY 08/23/2003 W WCN8AA 0126 TC CO MDM TRUCK CA FT BRAGG FS27
JOHNSON WENDELL 08/09/2003 W WD56T0 0028 MD HSP HSP U BASE C FT BRAGG FS27
STEPHENS RYAN SCOTT 08/09/2003 W WDSNAA 0007 SF CO 01 SPT CO, SF G FT BRAGG FS27
HAUKE CHRISTI A 08/21/2003 O WET2AA 0008 OD CO AMMO CONV GS FT BRAGG FS27
SHOEMAKER BRIAN KEITH 08/21/2003 O WEU8AA 0259 CS CO FLD SVS GS F FT BRAGG FS27
COLLINS TIFFANY M 08/08/2003 O WEWEAA 0035 SC BDE HHC CORPS AB FT BRAGG FS27
LEWIS MARSHA ELAINE 08/23/2003 W WHVZ99 DET FT BRAGG FS27
ELSASSER CHRISTOPHER WARR 08/23/2003 W WJBXT0 0229 AV BN 03 HHT ATK HEL FT BRAGG FS27
Export To Excel
Internet

Check on Learning

Q: What date starts the clock and eventually determines a 2LT's or WO1's promotion eligibility date to the next higher grade?

A: Active Date of Rank (ADOR).

Q: True or false, all 2LT and WO1 ADORs are the same for every class year?

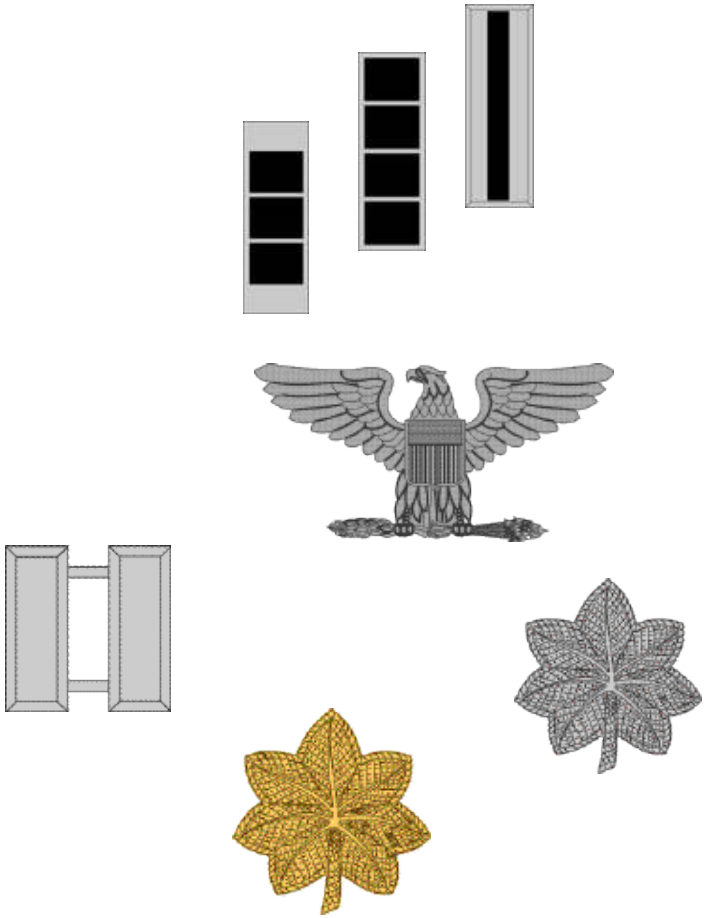
A: False, 2LT and WO1 ADORs can be different. Para 2-1 and Table 2-1,
AR 600-8-29 provide specific guidance.

Q: Where can an S1 find guidance to determine a 2LT's or WO1's promotion eligibility date (PED) to the next higher grade?

A: Chapter 3, AR 600-8-29. Table 3–2 covers computing PED to 1LT. Table

Centralized Promotion System Key Components

- Centralized Promotion System
- Promotion Eligibility
- Approval Authorities
- Promotion Zones
- Order of Promotion
- Promotion Acceptance
- Promotion Ceremonies
- Frocking Criteria
- Critically or Terminally ILL
- Posthumous Promotions
- Special Branch Promotions



Centralized Promotion System

- DA Board convenes to determine individuals selected for promotion
  - Separate board for each competitive category and grade
  - Composed of at least 5 active duty officers
  - Senior in grade to those under promotion consideration
  - Representation from each category under consideration
- Annual schedules published by HRC:
  - MILPER Messages

Para 1-30 & 1-31, AR 600-8-29

Centralized Promotion Eligibility

- Determined by the Army G-1
- Approved by the Secretary of the Army (SECARMY)
- Based on:
  - Active Date of Rank (ADOR)
  - Time in Grade (TIG)

Approval Authority

- The President has delegated authority to the Secretary of Defense to approve/disapprove promotion board reports
- SECARMY has the authority to approve/disapprove promotion board reports for:
  - Warrant Officer promotions
  - Selective continuation boards
  - Promotion review boards
- Senate confirmation required for promotions to MAJ and above

Para 1-11, AR 600-8-29

Promotion Zones

"BELOW THE ZONE"

1st Time – Only Selected Officers

Applies to CW4-CW5 and MAJ-COL

"IN THE ZONE"

2d Time – Normal Career Progression

"ABOVE THE ZONE"

3d Time – *Last Chance*

Para 1-17 and 1-34, AR 600-8-29

Order of Promotion

- Based on seniority (sequence number)
- Upon exhaustion of previous promotion list:
  - Above the zones promoted first
  - In the zone promoted next
  - Below the zone promoted last (still ahead of peers)
- Applies to officers and warrant officers

Para 1-17, AR 600-8-29

Promotion Acceptance

- **Commissioned Officers**

Para 1-18, AR 600-8-29

  - Incur no service obligation for promotion
  - Incur minimum TIG obligation to retire at rank
    - GEN / LTG – no TIG; have consent of Senate
    - MG, BG, COL, LTC – 3 years
    - MAJ, CPT, 1LT – 6 months (AR 350-100, Para 2-5)
  - OTRA commissioned officers must accept RA appointment
    upon appointment to MAJ (AR 601-100, Chapter 2)

- **Warrant Officers**
  - Appointment to WO1 incurs 6 year obligation
  - 2 year obligation with promotion to CW3, CW4, and CW5 (AR 350-100, Para 2-5)
  - Must accept RA appointment upon promotion to CW3 (AR 601-100, Chapter 2)

Promotion Ceremonies

- **Conducted on effective date of promotion**
- **May be conducted prior to effective date when:**
  - Occurs on weekend or national holiday
    - ✓ *Promote last duty day before effective date*
  - Occurs when on leave or enroute to new duty (not TDY)
    - ✓ *Promote not earlier than 15 days of effective date; should take place on last duty day the officer is present*

Para 1-24, AR 600-8-29

Frocking Criteria

- Officers are authorized to wear one rank higher
- Routinely done to interact with high level foreign officials; is in best interest of US
- Must not exceed Army-wide promotion allocations
- Must serve in position for the higher grade
- 2 Day Rule
- No seniority accrued for future promotion
- Does not count as time in grade for retirement
- ID card and DA photo will not reflect frocked rank
- CG, HRC is approval authority

Para 6-1, AR 600-8-29

Critically or Terminally ILL

- Must be in promotable status
- Cannot legally accelerate promotions
- CG HRC and Army G1 determine validity of promotion prior to death
- Eligible for posthumous promotion consideration.

Para 1-28, AR 600-8-29

Posthumous Promotions

- Eligible for promotion provided:
  - In a promotable status at time of death
  - Death not due to own misconduct
  - Not on an unauthorized absence
- Normally approved
- Higher rank reflected on official records
- No bonus, gratuity pay, or allowance because of posthumous promotion

Para 1-29, AR 600-8-29

Specialty Branch Promotions

- AMEDD, JAG, and Chaplain officers all have different policies than regular Army competitive category officers
- Separate boards are held for specialty branches
- HRC is **not** the promotion screen authority for specialty branches
- AMEDD officers can stay 2LTs until training is complete
- Can volunteer for continued service on active duty if two time non-select for MAJ or LTC

Check on Learning

Q: Your Brigade Commander wants to ensure he can keep up with OERs that will have a promotion board impact for his officers for the upcoming year; where do search to begin assisting your Commander?

A: Obtain appropriate MILPER messages and HRC website info to create an annual officer promotion board schedule to preclude having to execute unexpected OERs.

Q: True or false, promotions for MAJ and above are automatic after the promotion board adjourns?

A: False. Promotions for MAJ and above have to be confirmed by the Senate.

Q: True or false, for centralized officer promotions there are three zones and they are promoted in the following order: Over the Zone, In the Zone, Below the Zone.

A: False, "Above" the Zone, In the Zone, Below the Zone.

Q: Which of the following is not true regarding frocking: (1) No seniority accrued for future promotion; (2) Does not count as time in grade for retirement; or (3) ID card and DA photo will reflect frocked rank.

A: (3) ID card and DA photo will reflect frocked rank (should be will "not").

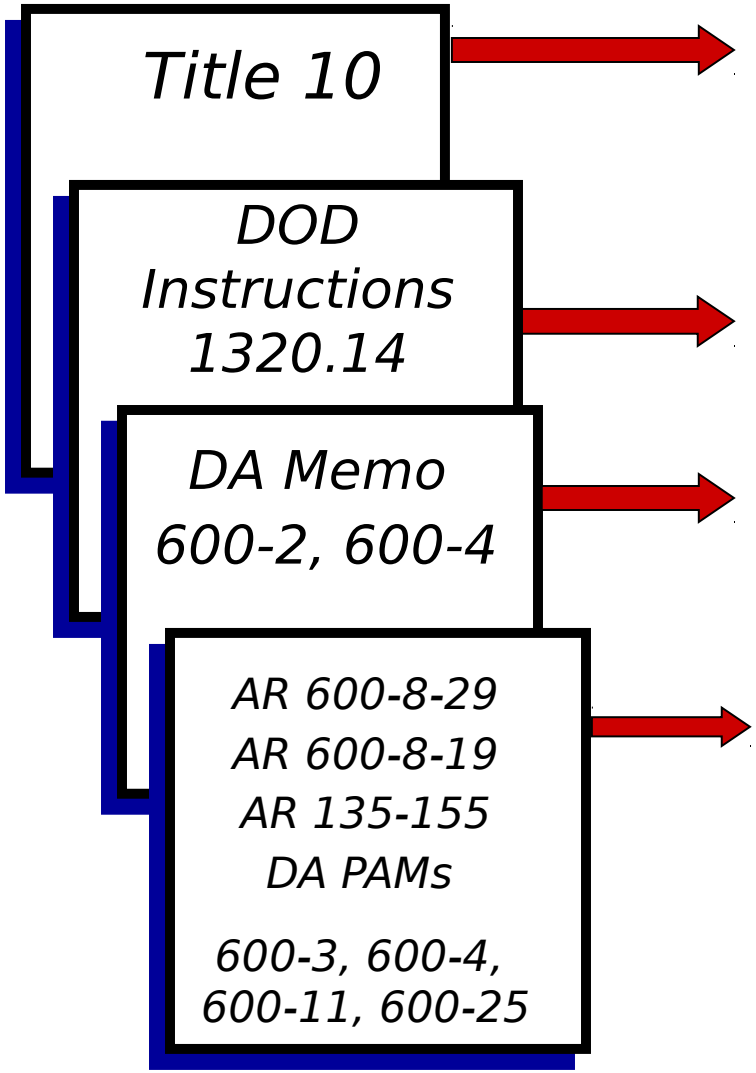
Summary

- Objectives of the Officer Promotion System
- Officer Promotion Policies
  - Eligibility
  - Non-selects
  - Selective Continuation
- Officer Promotion Systems
  - Decentralized
  - Presidential Appointment
  - Centralized
- Responsibilities of the Battalion and Brigade S-1

DEPARTMENT OF THE ARMY
SECRETARIAT FOR SELECTION BOARDS

RISK

AUTHORITIES AND REFERENCES



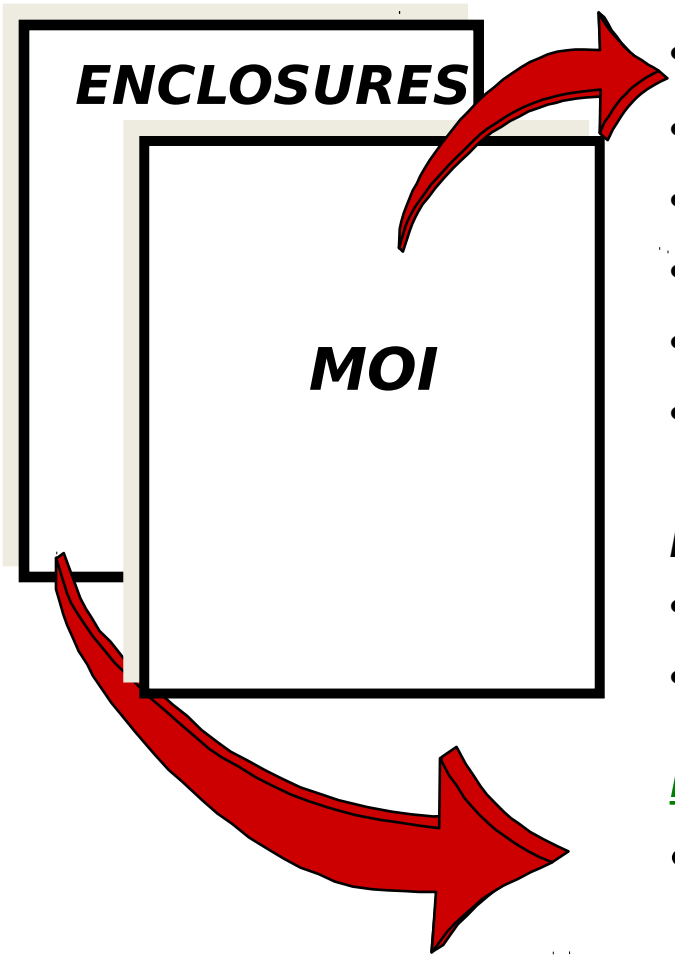
Laws
- Title 10: United States Code - Armed Forces
- National Defense Authorization Act
- Goldwater-Nichols Act

DoD Directives, Instructions & Regulations
- Commissioned Officer Program Procedures

Department of the Army Memorandum
- Policies and Procedures for Active/Reserve Component Officer Selection Boards

Army Regulations/DA Pamphlets
- Officer/Enlisted Promotions
- Career Development Models

MEMORANDUM OF INSTRUCTION



COVER MEMO

- **Provides MAX & MIN selection capability**
- **Provides Special Skill Requirements**
- **Authority for Board**
- **Board Mission**
- **Defines Zones of Consideration**
- **OER Cut-off Authority**
- **Additional Guidance from SA as required**

(OER, Training Base, Reserve Component Duty)

- **Joint Duty Goals**
- **EO Information**

ENCLOSURES

- **DA Memo 600-2/600-4 (with DODI 1320.14)**

BOARD MEMBERSHIP

tatute (Title X) Requires:

- 5 or more members
- Senior to officers being considered
- Reserve officer representation
- Joint representation
- Cannot sit 2 consecutive boards

Army Policy Requires:

- Branch representation
- Ethnic and female representation
- LTC (O5) or above
- 50% O5/O6 CSL Commander

BOARD MEMBERSHIP

- Example – COL Army
  - 17 GO
  - LTG Board President
  - 7 MFE (2 Maneuver, 1 Fires, 2 Maneuver Support, 1 SOF, 1 Effects)
  - 4 FS (2 LOG, 1 Soldier Support, 1 Acq)
  - 6 OS

  - Must have 4 minorities, 2 females, 9 BDE CMD/Key Billet, 1 Joint Qualified

BOARD OPERATIONS

MOI

Selection Requirements (Sample)

CATEGORY	OPTIMUM	MAXIMUM	MIN BZ	MAX BZ (10%)
MFE	192	213	0	21
OS	127	141	0	14
FS	140	155	0	15

MOI (MFE Sample)

The board must select at least the minimum number in each critical skill area if there are

Branch / Functional Area	Functional Category Code AOC/ASI	Minimum Selection Requirement
MANEUVER, FIRES & EFFECTS (MFE)		
Air Defense Artillery	14	13
Engineer	21	22
Special Forces	18	27
Information Operations	30	4
Public Affairs	46	6
TOTAL MFE		72
MFE AT-LARGE		141
MAXIMUM MFE Selects		213

MOI (FS Sample)

Branch / Functional Area	Functional Category Code AOC/ASI	Minimum Selection Requirement
FORCE SUSTAINMENT (FS)		
Financial Management	36	11
Acquisition Corps	51	18
TOTAL FS		29
FS AT-LARGE		126
MAXIMUM FS Selects		155

MOI (OS Sample)

Branch / Functional Area	Functional Category Code AOC/ASI	Minimum Selection Requirement
OPERATIONS SUPPORT (OS)		
Signal Corps	25	19
Military Intelligence	35	1
Space Operations	40A	1
Professor and Associate Dean	47Q	1
Latin America Foreign Area Officer	48B	1
South Asia Foreign Area Officer	48D	1
China	48F	1
Mideast/North Africa Foreign Area Officer	48G	3
Southeast Asia Foreign Area Officer	48I	1
Africa/South of Sahara Foreign Area Officer	48J	2
Force Management	50	3
Strategic Plans and Policy	59	4
TOTAL OS		38
OS AT-LARGE		103
MAXIMUM OS Selects		141

CONCEPT OF THE OPERATION

Phase I - Identify "Fully Qualified" Officers

Phase II - Identify Potential BZ Selects

Phase III - Identify "Best Qualified" Officers

Phase IV - Identify Show Cause

PHASE I
IDENTIFY FULLY QUALIFIED OFFICERS

- **Hard Vote files (1 thru 6 +/-)**
- **Identify possible Show Cause cases**
- **Establish / Review OML's**
- **Establish Fully Qualified line (FQ)**
- **AAR input**

I/AZ HARD VOTE WORD PICTURE

6 +/- Top Few
Superior Performer
Superior Potential

5 +/- Select Ahead of P
Outstanding Perfo
Outstanding Poten

4 +/- Select with Peers
Solid Performer
Good Potential

3 +/- Select if there is a Requirement
Average Performer/Potential

BOARD DECISION

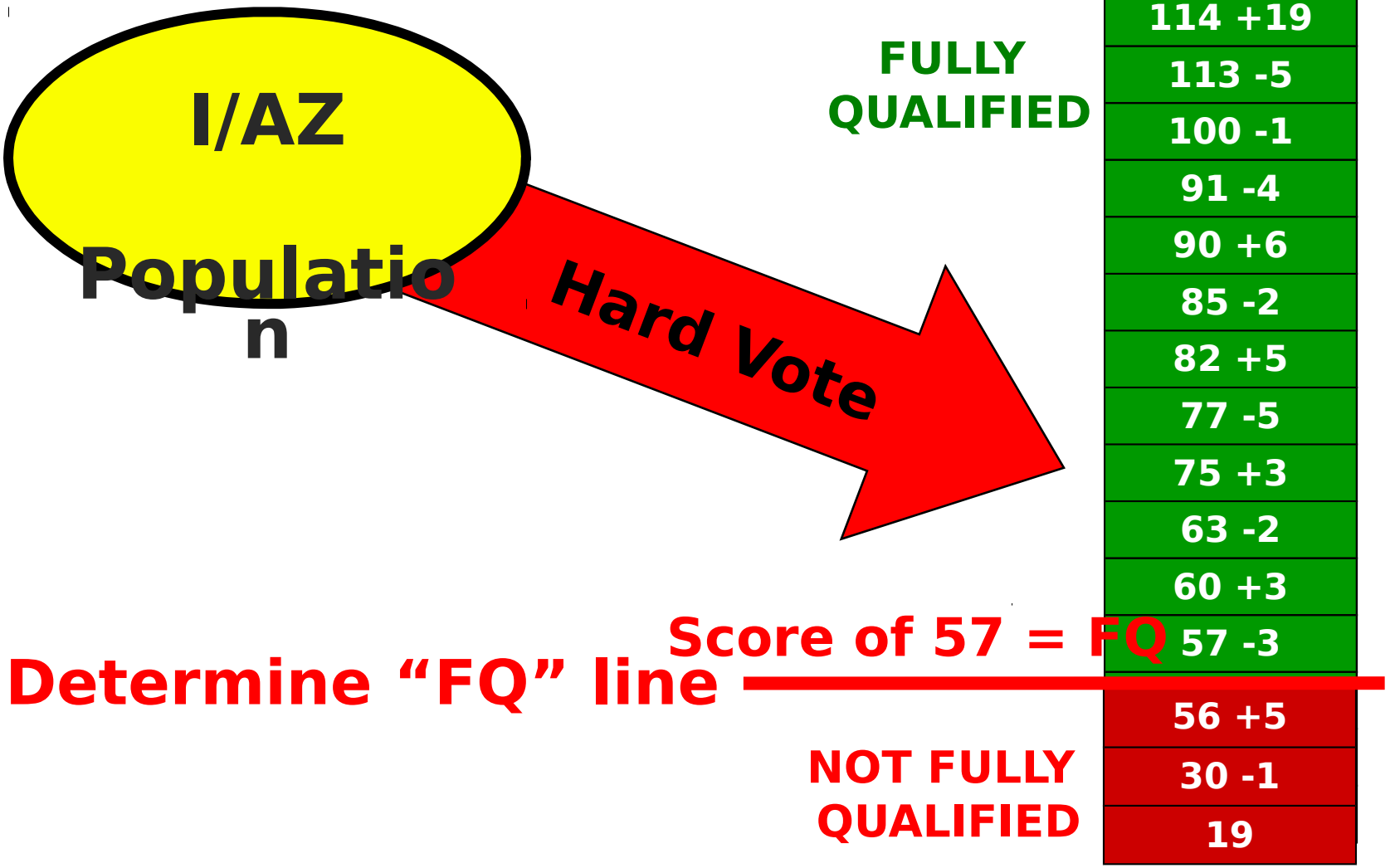
FULLY QUALIFIED

NOT FULLY QUALIFIED

2 +/- Do not Select
Weak Performer

1 **Show Cause**

PHASE I
IDENTIFY FULLY QUALIFIED OFFICERS



CONCEPT OF THE OPERATION

Phase I - Identify Fully Qualified Officers

Phase II - Identify Potential BZ Selects

Phase III - Identify "Best Qualified" Officers

Phase IV - Identify Show Cause

PHASE II
IDENTIFY POTENTIAL BZ SELECTS

AR 600-8-29 Officer Promotions

1-34b. Below the zone promotions are an essential part of the promotion system. They are intended to provide officers of exceptional ability an opportunity to advance quickly to more responsible positions, help retain high quality officers, and give officers an incentive to perform at their highest level.

PHASE II
IDENTIFY POTENTIAL BZ SELECTS

DA MEMO 600-2

The Army must identify its best officers and promote them earlier to afford them sufficient remaining service to be available as our senior leaders.

Officers selected from BZ replace those who otherwise would be promoted from in and above the promotion zone; therefore, they must be clearly superior to those who would otherwise be promoted.

PHASE II

IDENTIFY POTENTIAL BZ SELECTS

- Screen vote BZ files (Yes / No / Show Cause)
- Establish screen vote OML
- Determine population to hard vote
- Hard vote selected BZ files (2 thru 6 +/-)
- Establish hard vote OML

BZ SCREEN VOTE WORD PICTURE

YES: **Merits further consideration for accelerated promotion.**

NO: **Does not merit further consideration for accelerated promotion**

SHOW CAUSE: **Substandard Performance, Misconduct, Actions inconsistent w/National Security, Moral/Professional dereliction, other derogatory information**

PHASE II

IDENTIFY POTENTIAL BZ SELECTS

MOI Guidance:

FS BZ Selects MIN = 0, MAX = 15

Board Determines Number of Files for "Hard" Vote

# YES Votes	# FILES	Running TOTAL
19	6	6
18	9	15
17	16	31
16	21	52
15	9	61
14	54	115
13	15	130
12	23	153
11	14	167
10	28	195
9	5	200
8	15	215
7	3	218
6	5	223
5	3	226
4	5	231
3	4	235
2	12	247
1	15	262
0	10	272

BZ HARD VOTE WORD PICTURE

6 +/-	Top Few / Clearly Superior Performer Superior Potential for BZ select
5 +/-	Outstanding Performer Outstanding Potential for BZ select
4 +/-	Solid Performer Good Potential for BZ select
3 +/-	Average Potential for BZ select
2 +/-	Weak Potential for BZ select

PHASE II
IDENTIFY POTENTIAL BZ SELECTS

Screen Vote:

YES/NO/SC	
19	YES
18	YES
17	YES

Board determines # to Hard Vote (majority vote)

Hard Vote: 2-6+/-

OML #	SCORE
1	108 +5
2	100 +2
3	99 -1
4	98+5
5	98 +3
6	95 +4
…	92 -1
14	87 -1
15	82 +3

MOI determines BZ's for comparison

MOI Guidance:

CONCEPT OF THE OPERATION

Phase I - Identify "Fully Qualified" Officers

Phase II - Identify Potential BZ Selects

Phase III - Identify "Best Qualified" Officers

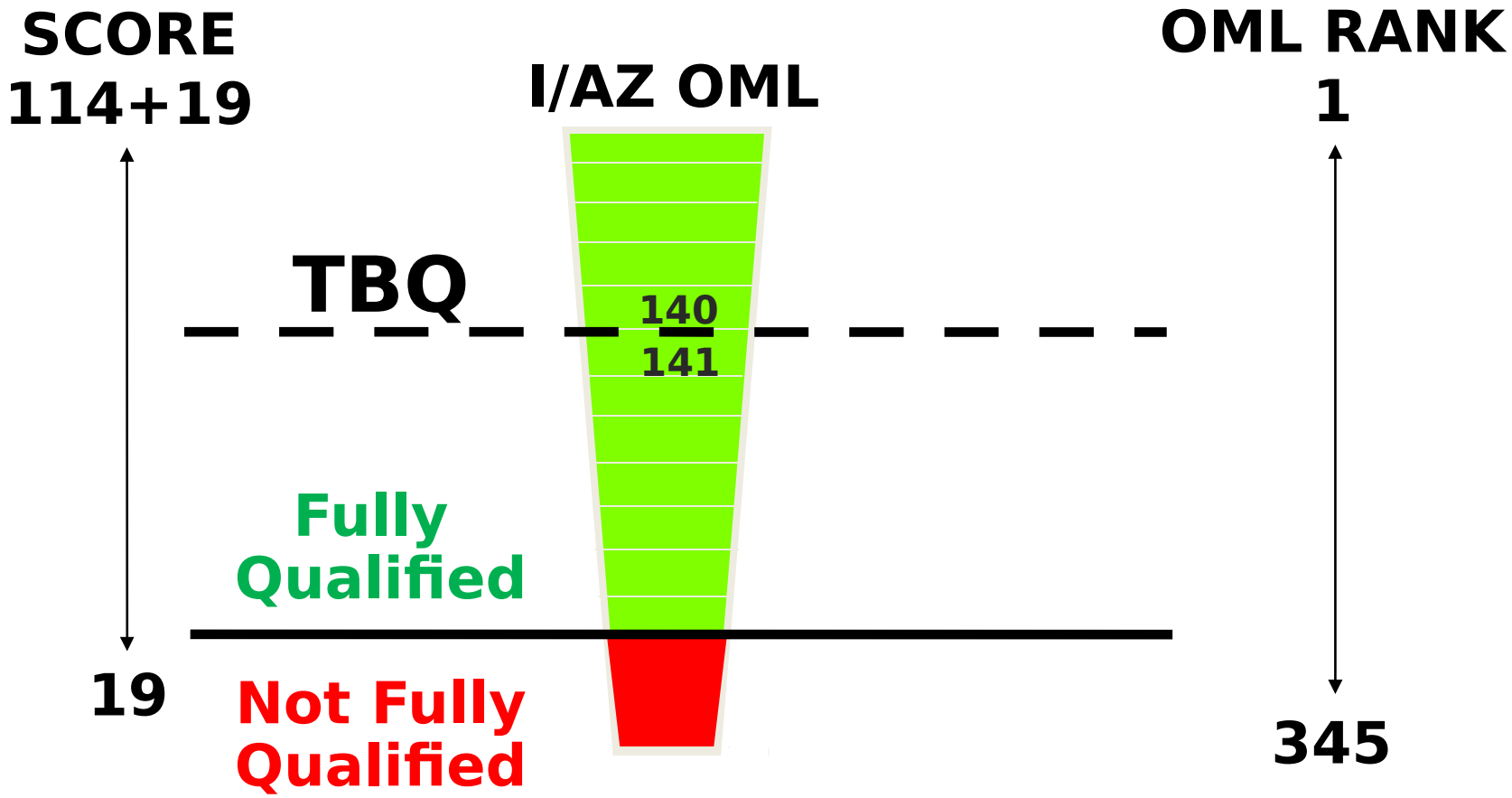
Phase IV - Identify Show Cause

PHASE III
IDENTIFY BEST QUALIFIED OFFICERS

- **Break ties (if required)**
- **Establish Tentatively Best Qualified (TBQ) line**
- **Compare BZ files**
- **Fill requirements**
- **AAR input**

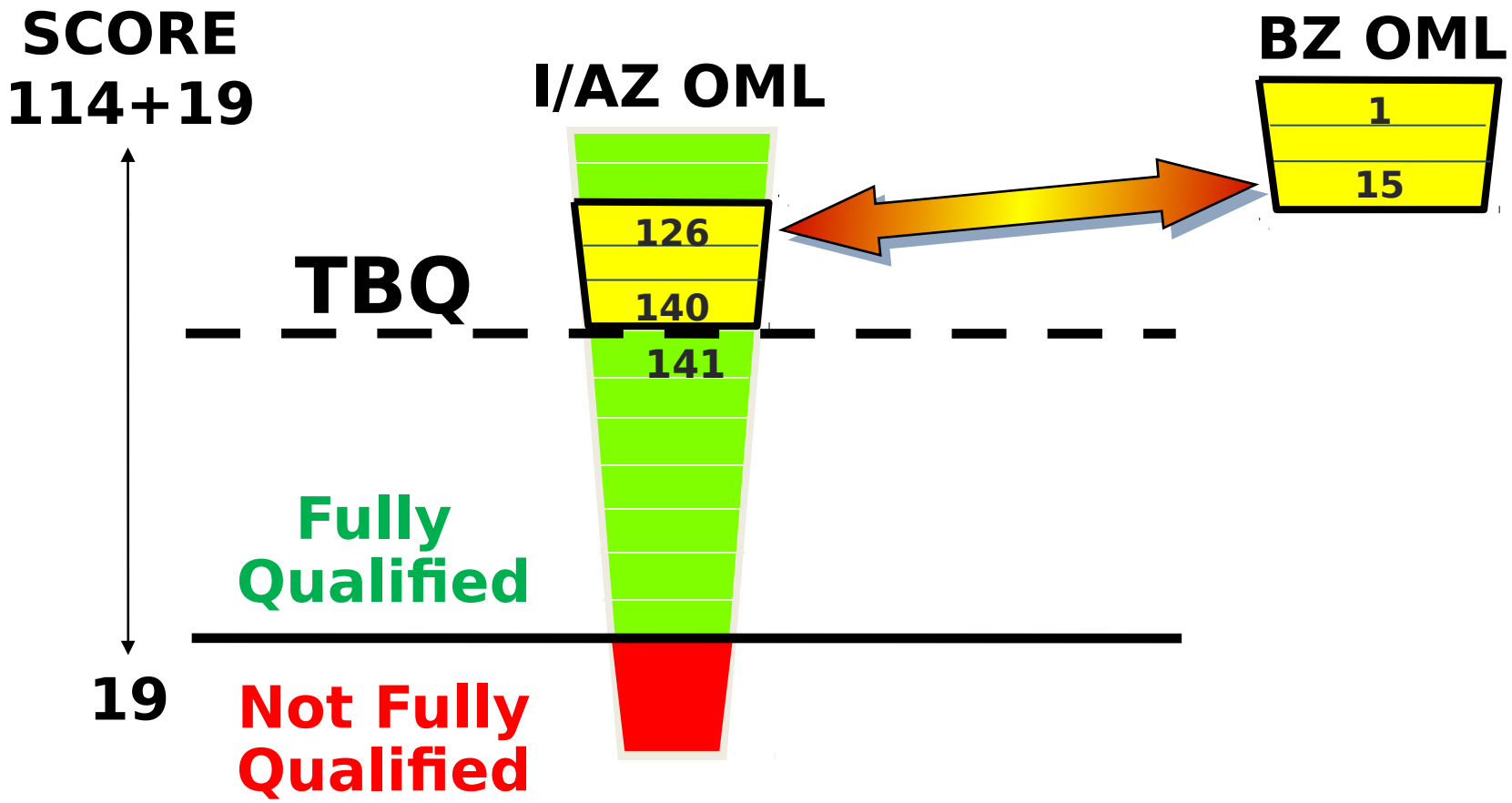
PHASE III
IDENTIFY BEST QUALIFIED OFFICERS

Draw Tentatively Best Qualified Line based on the <u>Optimum</u> Selection Rate



PHASE III
IDENTIFY BEST QUALIFIED OFFICERS

Draw Tentatively Best Qualified Line based on the Optimum Selection Rate



PHASE III

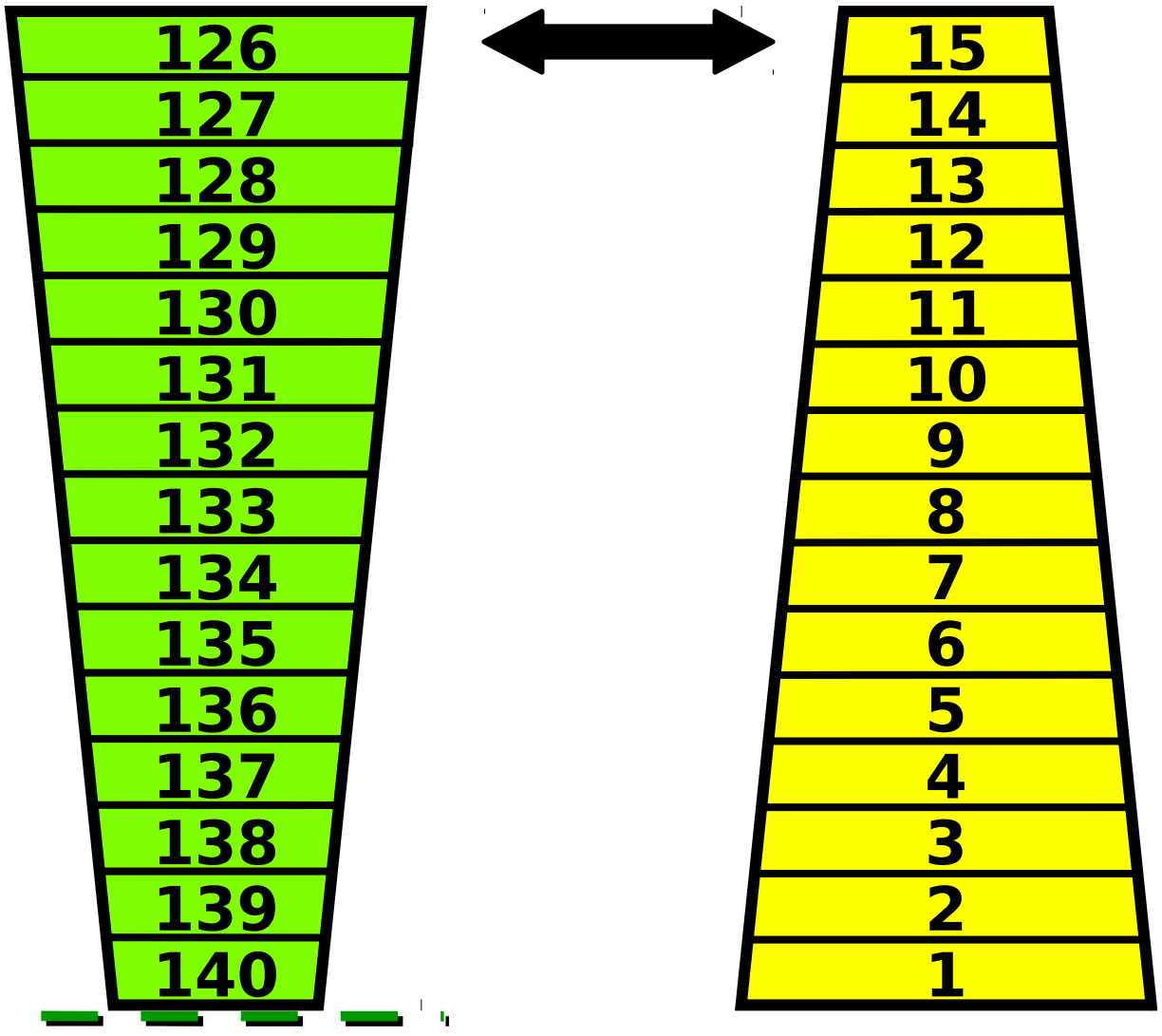
IDENTIFY BEST QUALIFIED OFFICERS

I/AZ Comparison Files	BZ Comparison Files
126	1
127	2
128	3
129	4
130	5
131	6
132	7
133	8
134	9
135	10
136	11
137	12
138	13
139	14
140	15

TBQ

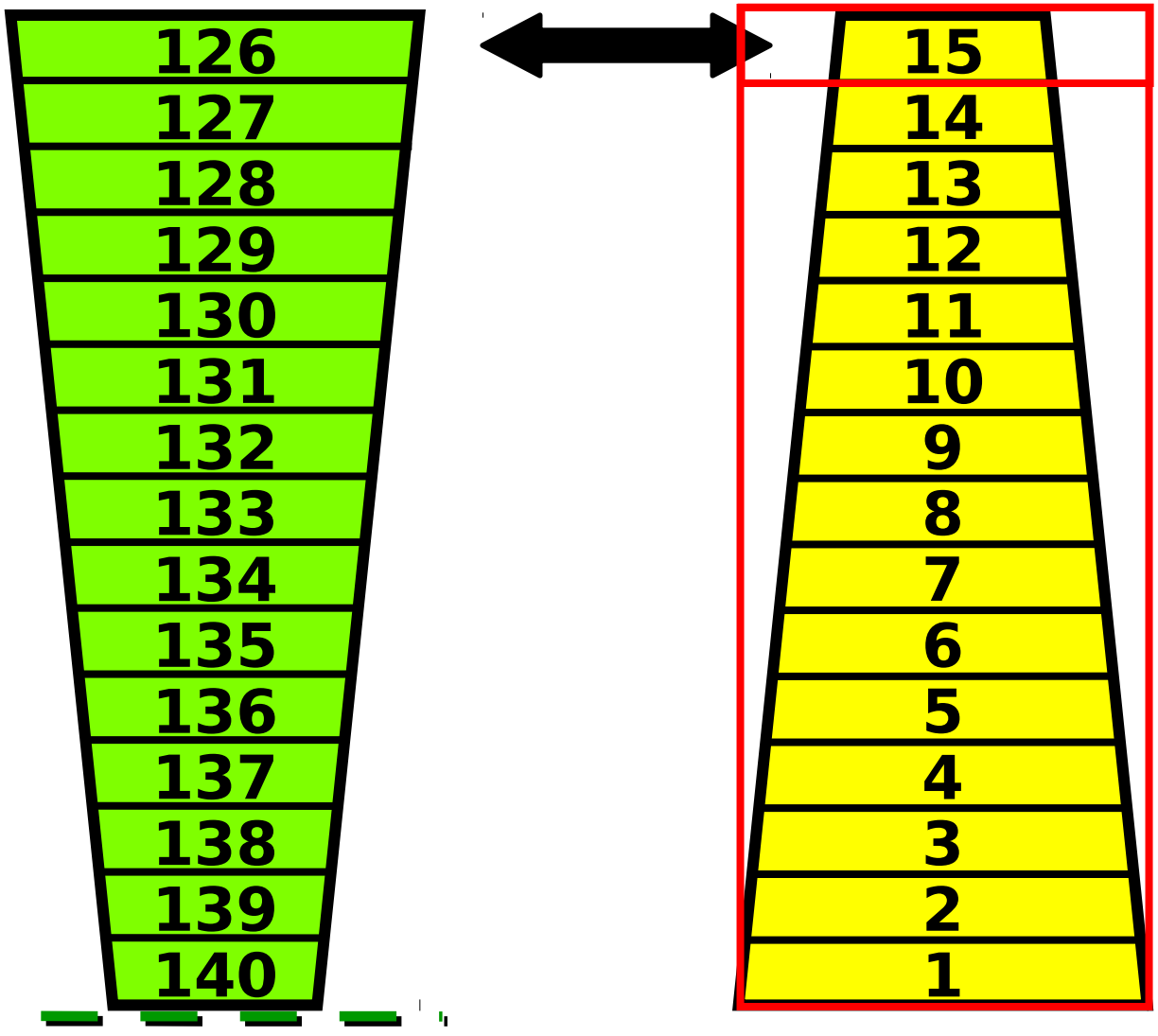
PHASE III

IDENTIFY BEST QUALIFIED OFFICERS



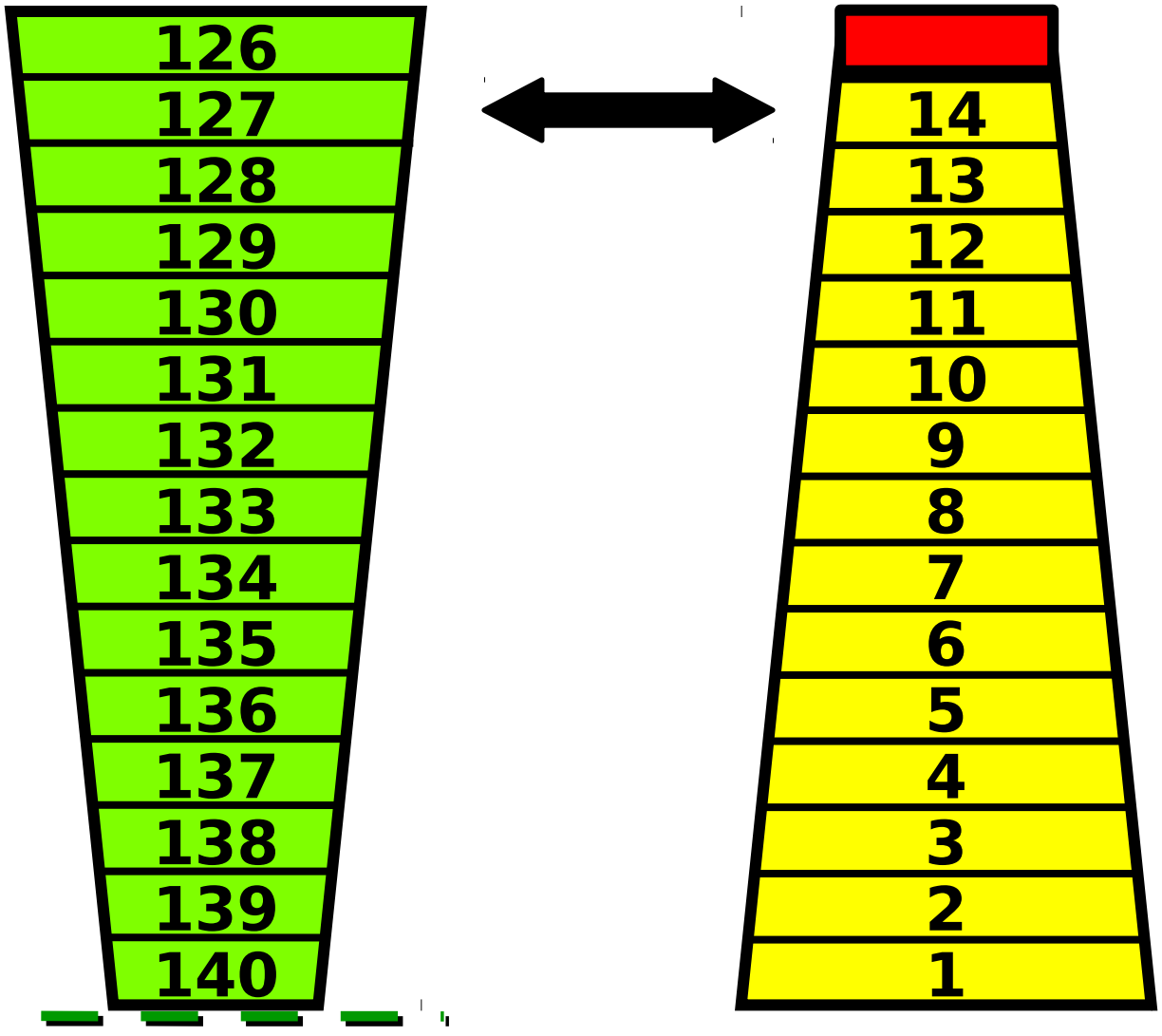
PHASE III

IDENTIFY BEST QUALIFIED OFFICERS



PHASE III

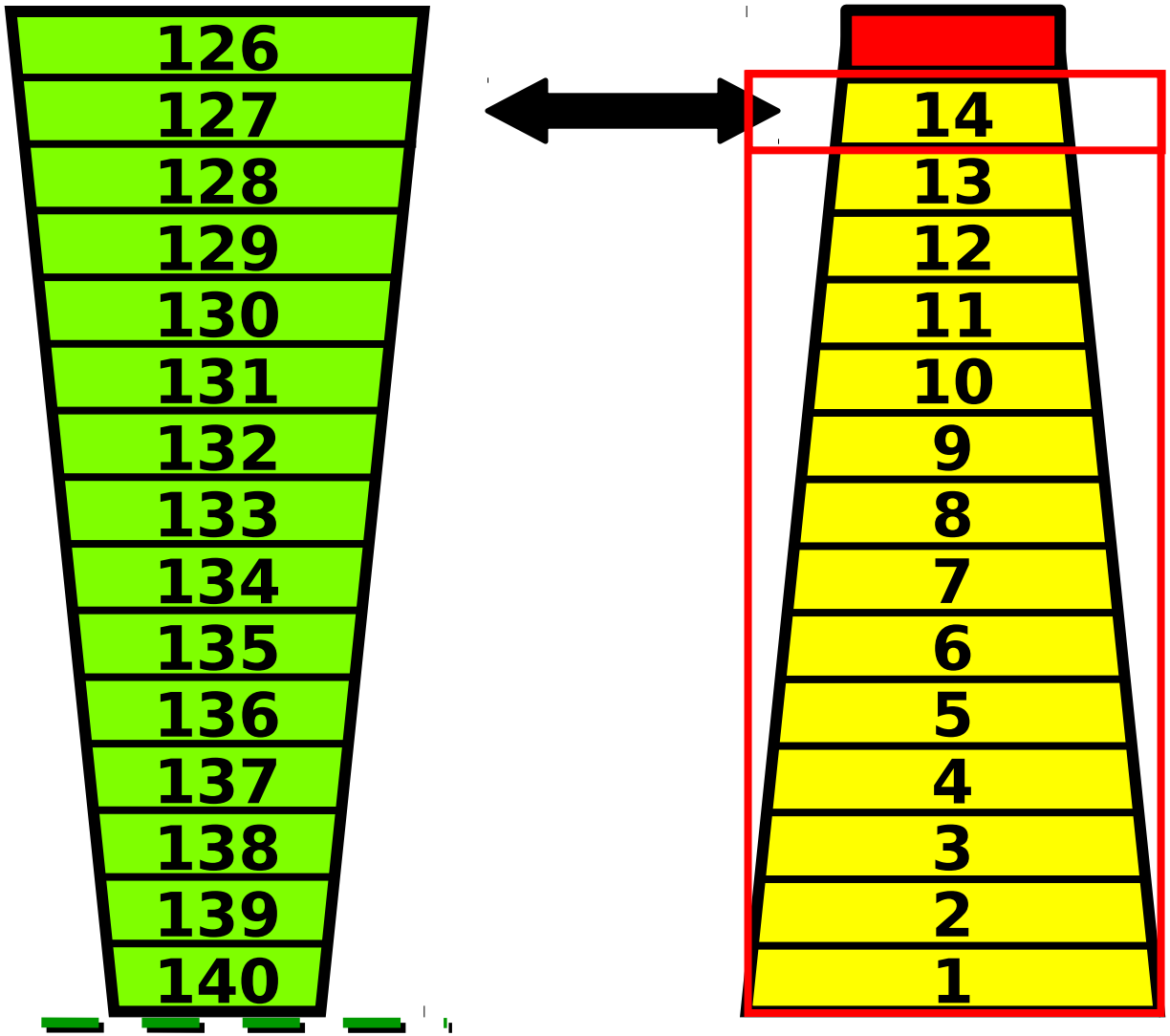
IDENTIFY BEST QUALIFIED OFFICERS



PHASE III

IDENTIFY BEST QUALIFIED OFFICERS

I/AZ Comparison Files **BZ Comparison Files**



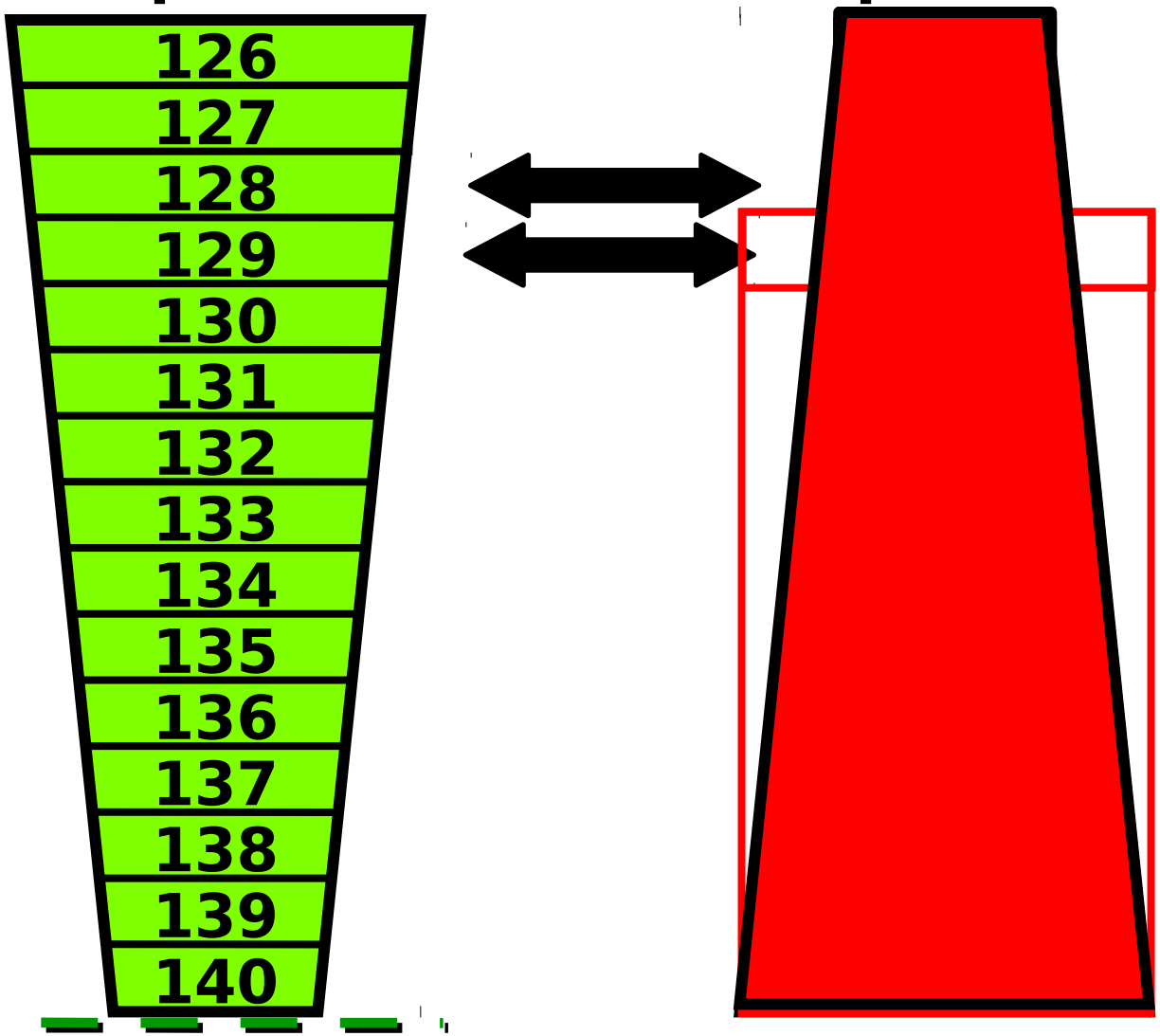
TBQ

PHASE III

IDENTIFY BEST QUALIFIED OFFICERS

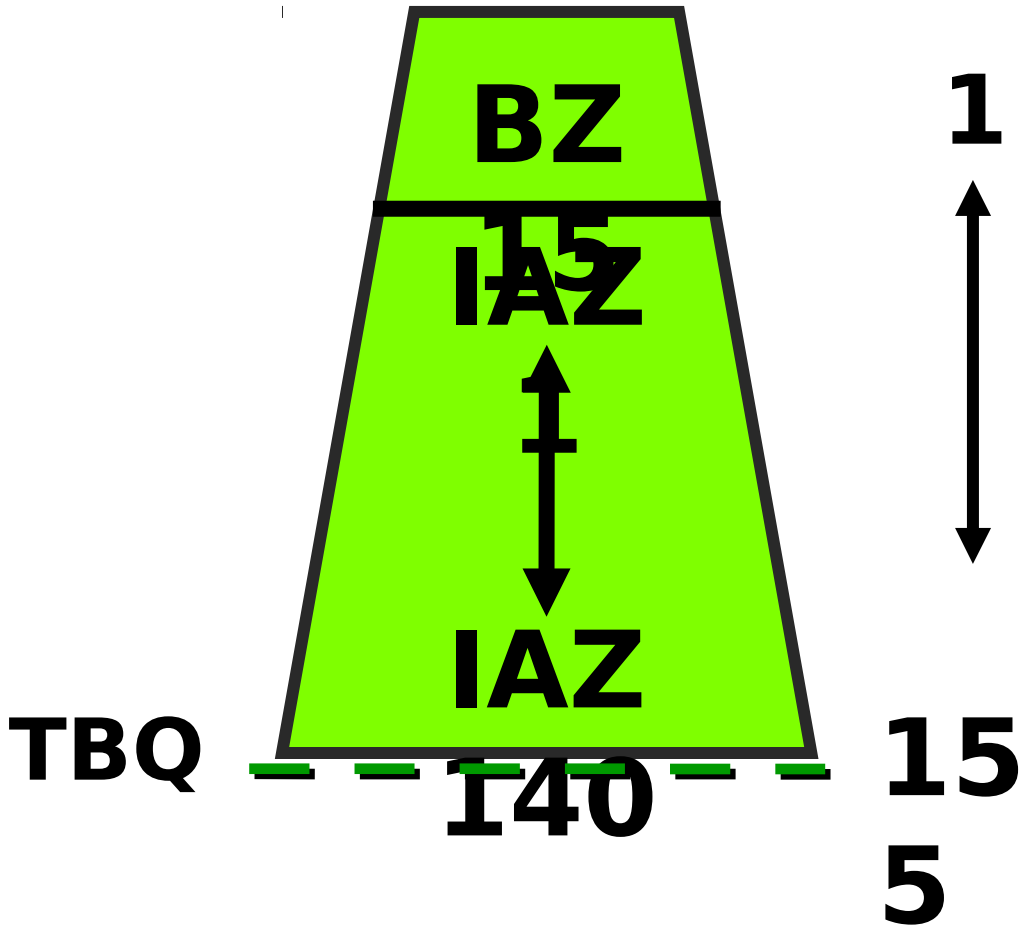
I/AZ Comparison Files

BZ Comparison Files



PHASE III
IDENTIFY BEST QUALIFIED OFFICERS

The BZ Officers selected for early promotion are then administratively moved to the top of the I/AZ OML



ORDER OF MERIT LIST

Requirements:
Optimum = 9
Max = 11
Max BZ = 2

Skill Requirements:
A=3
B=3
C=3
At Large Selects=2

Phase III: Tentatively Best Qualified Line

Phase I: Fully Qualified Line Example - 57

P1
P1
P2
P2
P1
P10
P
P3
P11
P2
P3

NAME	RANK	BRANCH	SCORE	OML #
JANSON	LTC	C		
ADAMS	LTC	A		
SMITH	LTC	A	72+9	1
JAMES	LTC	C	70	2
JOHN	LTC	B	65	3
DOE	LTC	D	64-1	4
SCHMOE	LTC	A	64-4	5
KELLY	LTC	C	63+9	6
GIBSON	NOT BEST QUALIFIED TO MEET THE NEEDS OF THE ARM			
JACOBS	LTC	A	62+7	8
STEWART	NOT BEST QUALIFIED TO MEET THE NEEDS OF THE ARM			
BARRETT	NOT BEST QUALIFIED TO MEET THE NEEDS OF THE ARM			
ANDERSON	LTC	C	59	11
HARVEY	NOT BEST QUALIFIED TO MEET THE NEEDS OF THE ARM			

NOT FULLY QUALIFIED

CONCEPT OF THE OPERATION

Phase I - Identify Fully Qualified Officers

Phase II - Identify Potential BZ Selects

Phase III - Identify "Best Qualified" Officers

Phase IV - Identify Show Cause

PHASE IV
IDENTIFY OFFICERS TO SHOW CAUSE

IAW 600-8-24, Chapter 4

- **Substandard performance of duty**
- **Misconduct**
- **Moral / Professional dereliction**
- **Actions inconsistent with national security**

Only one ‘show cause’ vote starts the

↳ **Board reconsiders the records – blind vote**

↳ **Simple majority, forward recommendation**

SUMMARY

Best Qualified Board

- **Phase I - Identify “Fully Qualified” Officers**
- **Phase II - Identify Potential BZ Selects**
- **Phase III - Identify “Best Qualified” Officers**
- **Phase IV - Identify Show Cause**

Four Missions

- **Select Best Qualified Officers for Promotion to COL**
- **Show Cause**
- **Selective Continuation Board**
- **Special Boards**

VOTER PHILOSOPHY

HOW THEY VOTE

MOI + PHOTO / ORB / FICHE + + Word Picture 1 - 6+

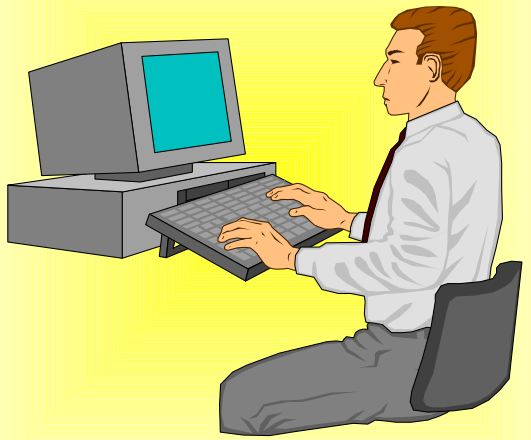
SEC ARMY's MEMORANDUM OF INSTRUCTION

BOARD FILE:
- Official Photograph
- Officer Record Brief
- Official Military Personnel File (evaluation reports, awards, etc)

BOARD MEMBER EXPERIENCE & JUDGMENT

SCORING CRITERIA

= VOTE



HOW THEY VOTE

How much time does the board spend reviewing my file?

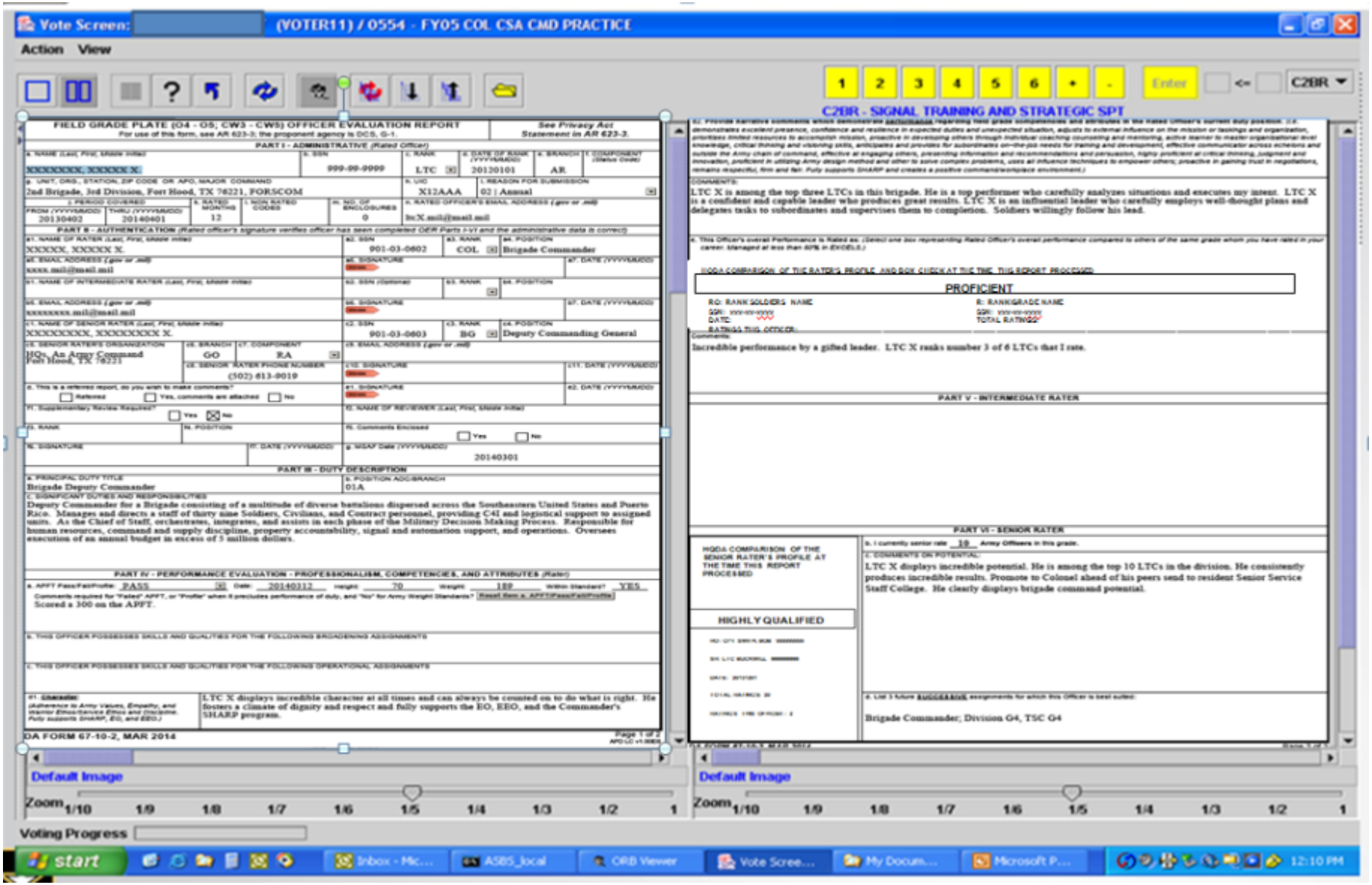
Depending on the size of the board (total population) and your zone of consideration, each board member typically spends **1 to 4 minutes** per file.

I/A Zone: 2-4 minutes

BZ: 30 seconds – 1 minute (screen vote), then 2-4 minutes (hard vote)

Army Selection Board System

Board Screenshot


Vote Screen: (VOTER11) / 0554 - FY05 COL CSA CMD PRACTICE
Action View
C2BR - SIGNAL TRAINING AND STRATEGIC SPT
FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT
PART I - ADMINISTRATIVE (Rated Officer)
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)
PART III - DUTY DESCRIPTION
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)
PART V - INTERMEDIATE RATER
PART VI - SENIOR RATER
Brigade Deputy Commander
Deputy Commander for a Brigade consisting of a multitude of diverse battalions dispersed across the Southeastern United States and Puerto Rico. Manages and directs a staff of thirty nine Soldiers, Civilians, and Contract personnel, providing C4I and logistical support to assigned units. As the Chief of Staff, orchestrates, integrates, and assists in each phase of the Military Decision Making Process. Responsible for human resources, command and supply discipline, property accountability, signal and automation support, and operations. Oversees execution of an annual budget in excess of 5 million dollars.
Scored a 300 on the APFT.
LTC X displays incredible character at all times and can always be counted on to do what is right. He fosters a climate of dignity and respect and fully supports the EO, EEO, and the Commander's SHARP progress.
LTC X is among the top three LTCs in this brigade. He is a top performer who carefully analyzes situations and executes my intent. LTC X is a confident and capable leader who produces great results. LTC X is an influential leader who carefully employs well-thought plans and delegates tasks to subordinates and supervises them to completion. Soldiers willingly follow his lead.
PROFICIENT
Incredible performance by a gifted leader. LTC X ranks number 3 of 6 LTCs that I rate.
HIGHLY QUALIFIED
LTC X displays incredible potential. He is among the top 10 LTCs in the division. He consistently produces incredible results. Promote to Colonel ahead of his peers send to resident Senior Service Staff College. He clearly displays brigade command potential.
Brigade Commander; Division G4, TSC G4
DA FORM 67-10-2, MAR 2014
Default Image
Zoom
Voting Progress
start
12:10 PM

What do boards focus on?

- 3 Parts to a Board file
- DA Photo
- ORB
- OMPF (OERs, Disciplinary Data, Awards, AER)

Quantified and Qualified, Descriptive Strong vs. Exclusive

1. Senior Rater Section:
   - Narrative
   - DA Label Information (if applicable)
   - Population Size
2. Duty Description
3. Number of Rated Months
4. Rater Narrative
   - Narrative
   - DA Label Information (if applicable)
   - Population Size
5. Intermediate Rater Narrative (if used)

PREPARING FOR YOUR NEXT BOARD

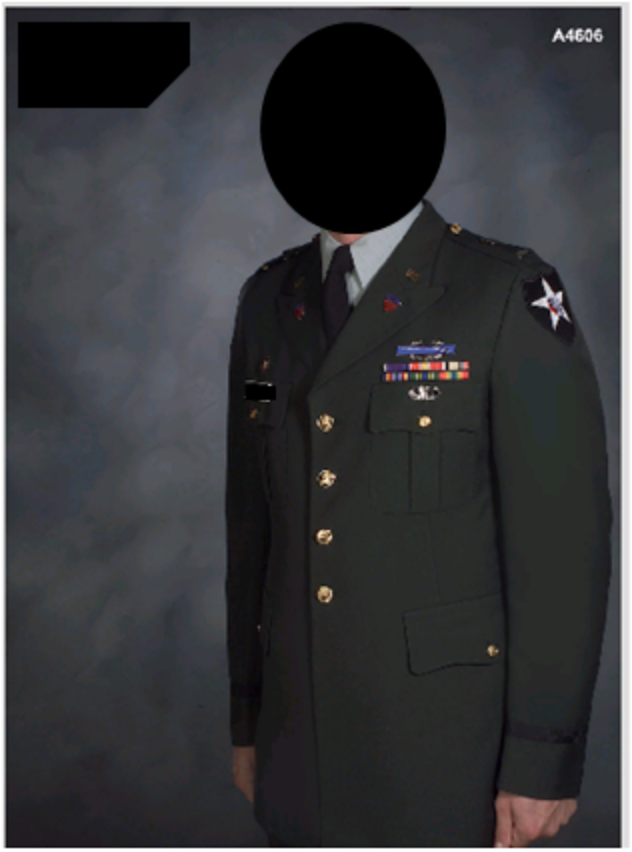
- S1 situational awareness (S1 NET)
- Read the MILPER
  - Eligibility criteria
  - ‘My Board File’ dates
  - OER cutoff dates / document submission
- Validate ‘My Board File’
- Clean up ORB
- Photo in ASU
- Communicate to your Rater/SR career goals
- Avoid height/weight inconsistency on records

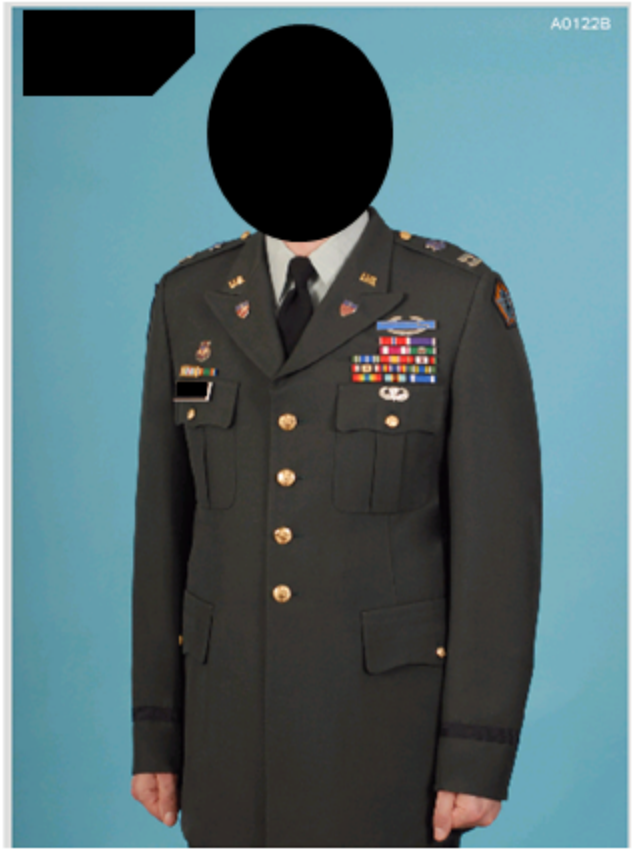
RATERS / SENIOR RATERS

- Selection boards are the audience for evaluations
- Quantify/articulate Officer's standing, "my number 2 of 15 company commanders"
- Avoid cookie-cutter evaluations
- Avoid 'stair-stepping' box checks
- Avoid inconsistencies in box check and narrative

OFFICIAL PHOTOGRAPH

- Advise your population on what is/isn't a good photo
- Don't be "that guy"





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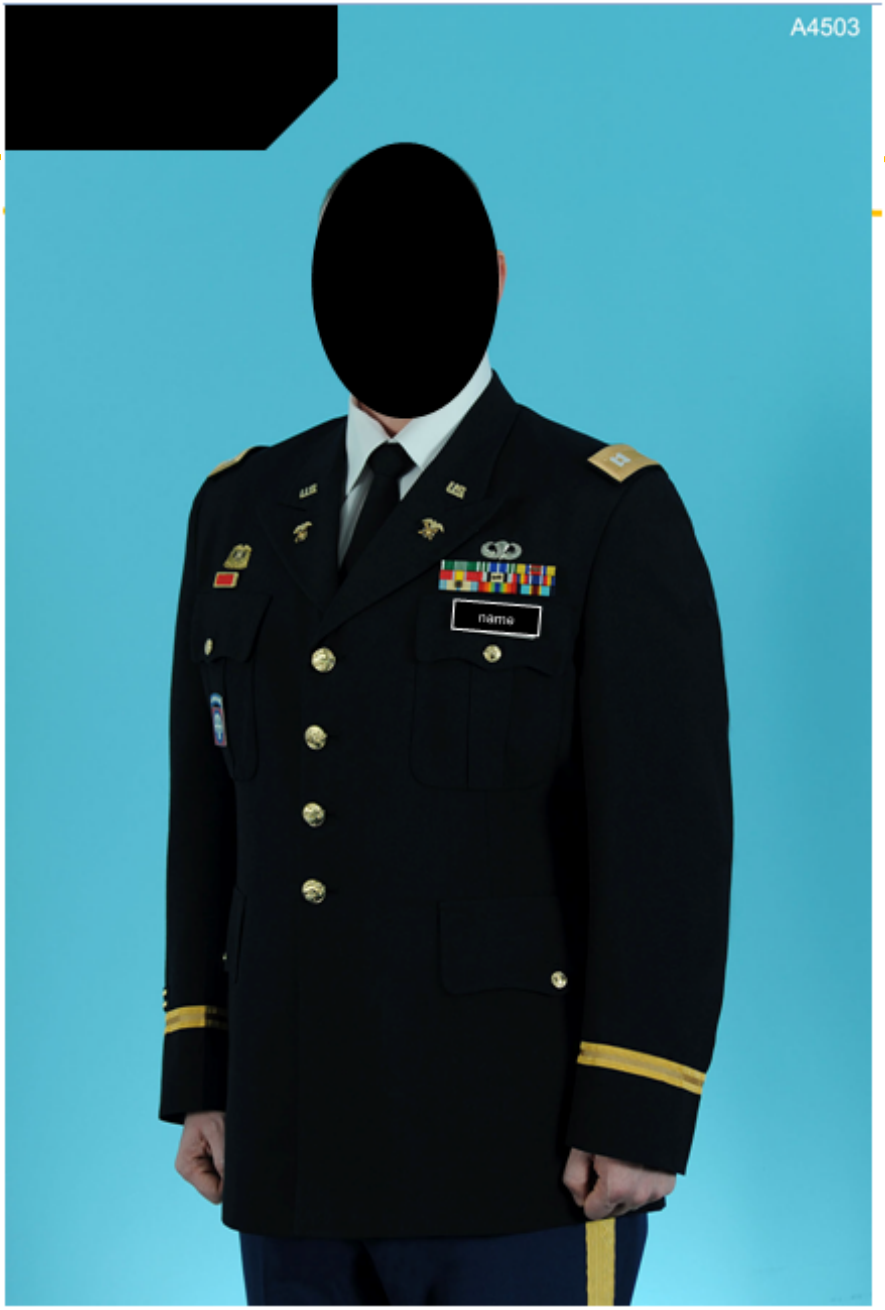
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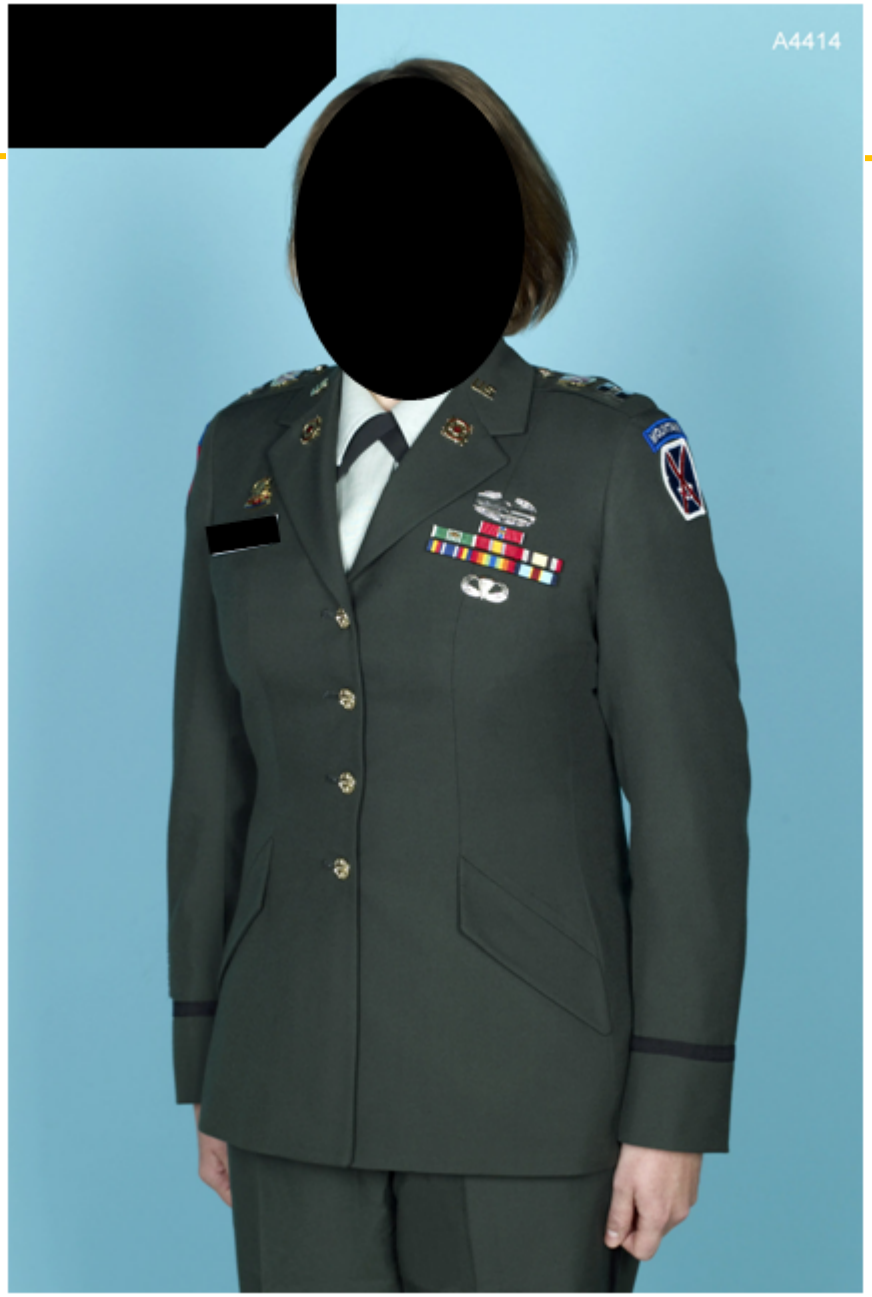
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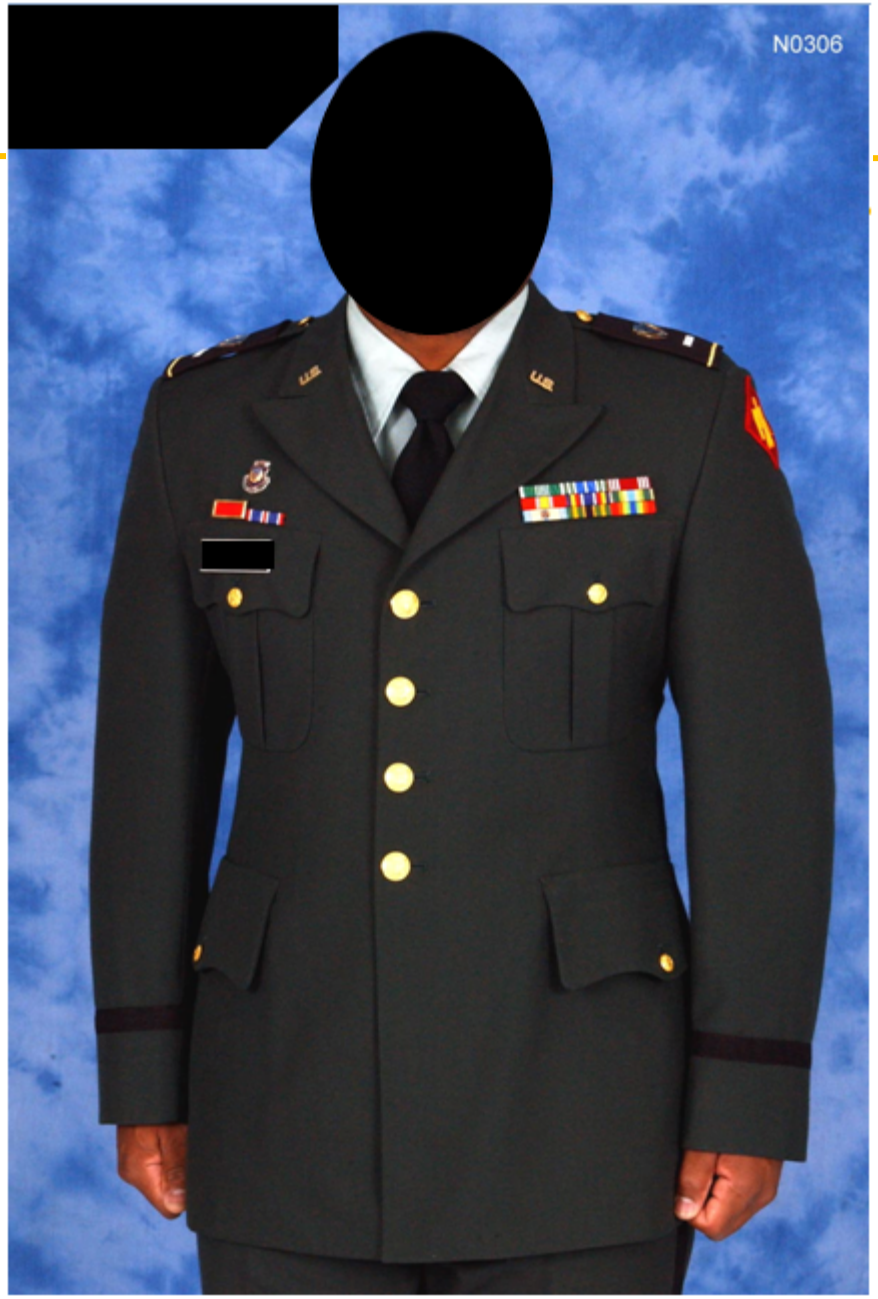
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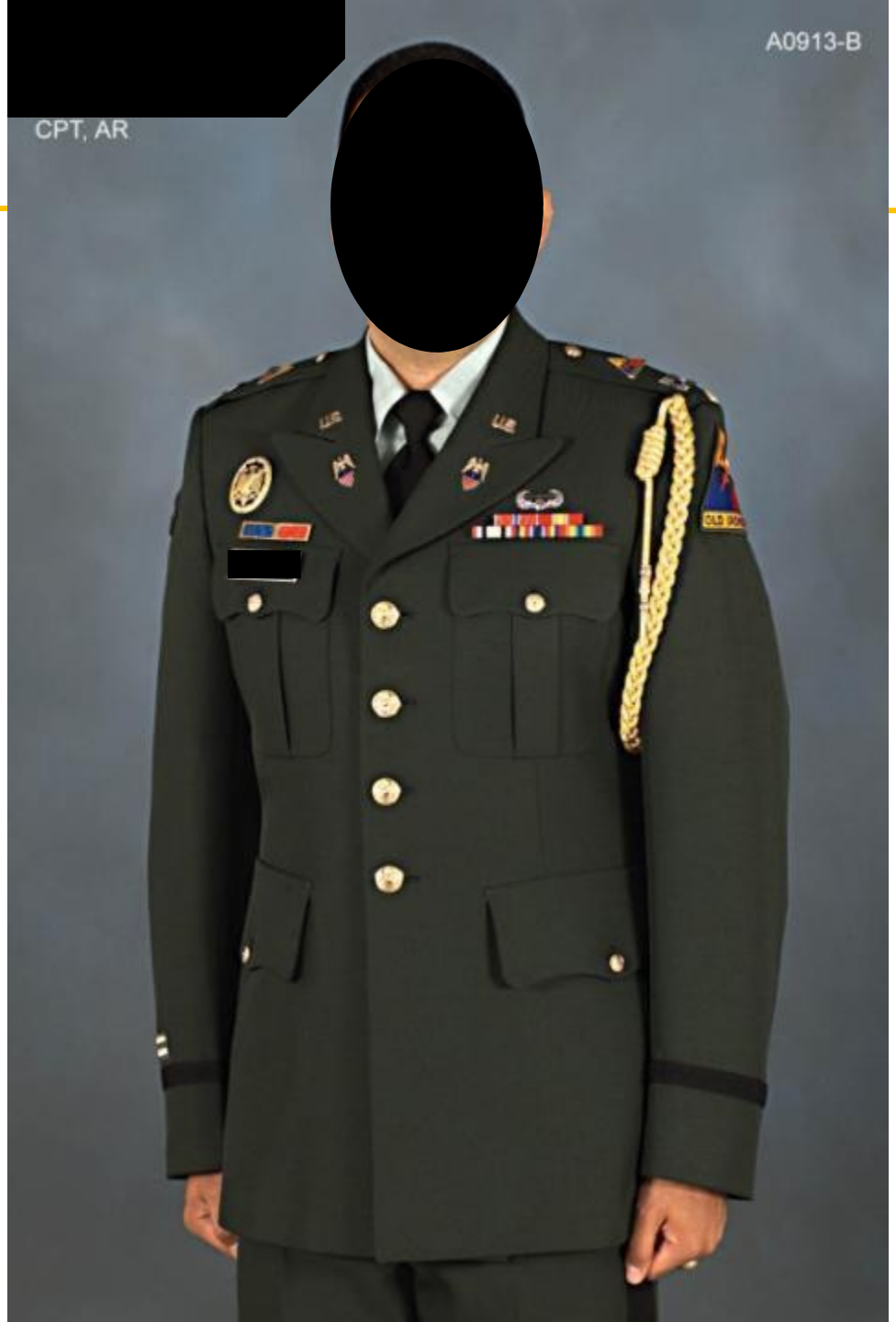
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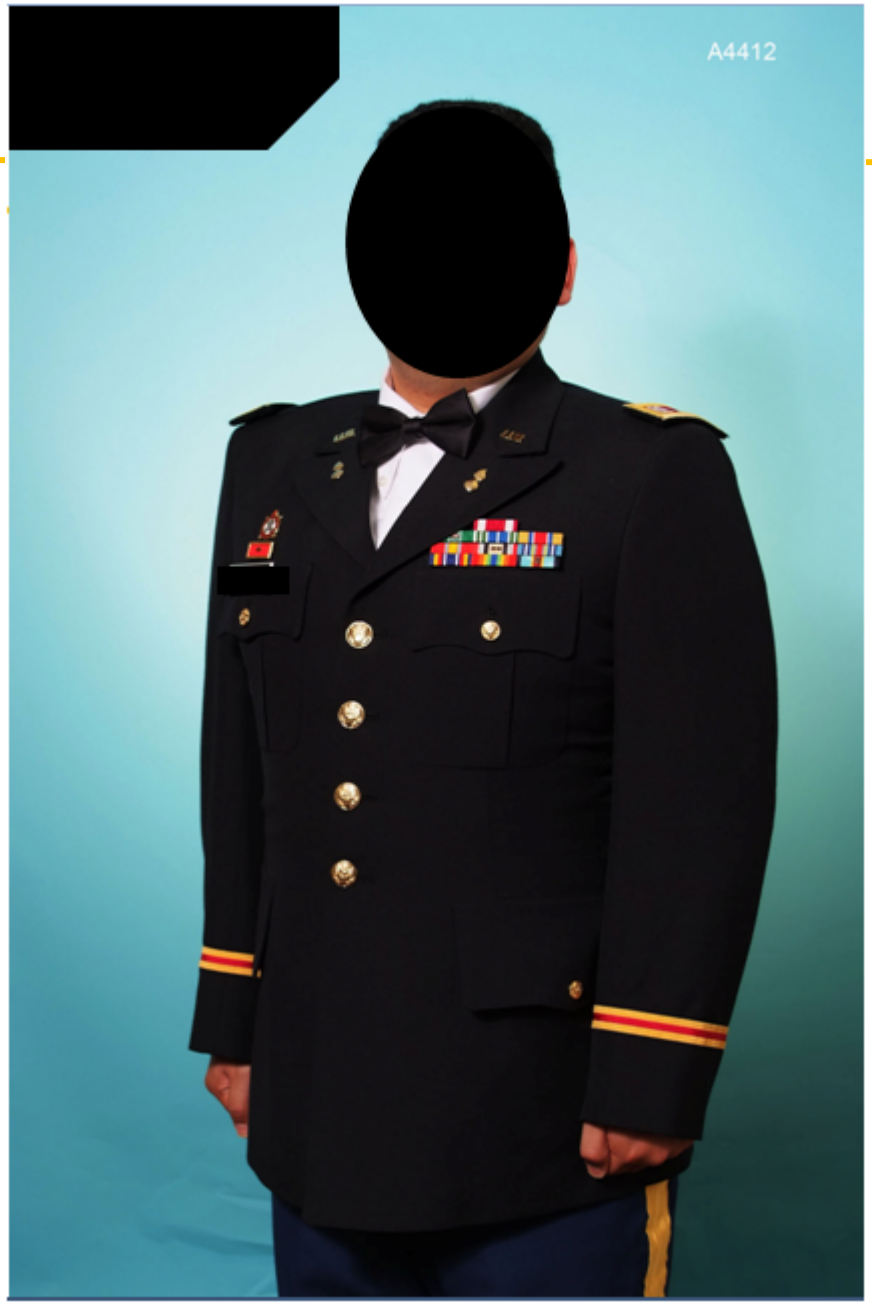
CPT, AR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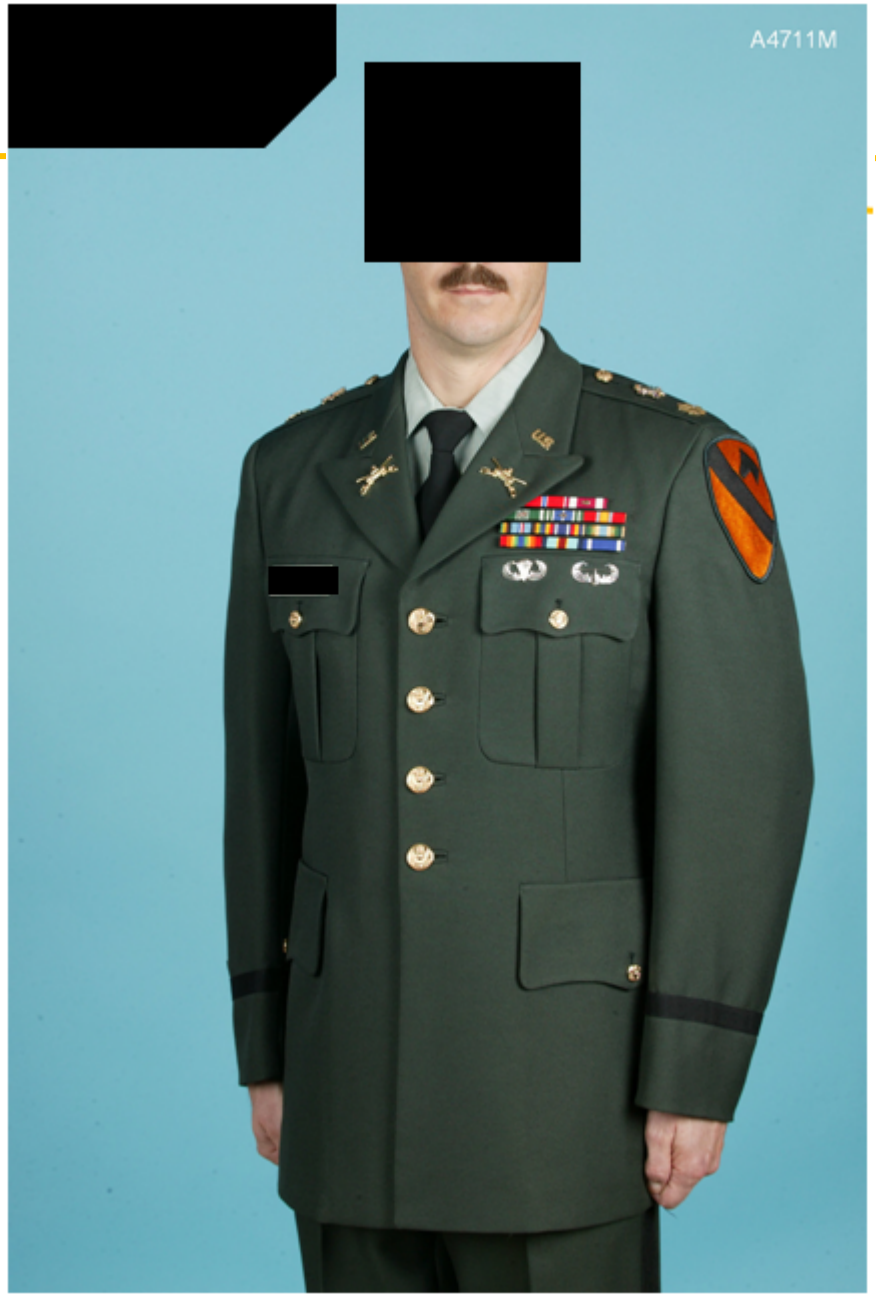
A4711M

QUESTIONS

Additional Officer Promotion Information

Provided by HRC Promotions Branch
Fort Knox, Kentucky

https://www.hrc.army.mil/site/active/tagd/MSDSecretariat/OfficerBoards/OfficerBoards.htm

Officer Promotion Authority and References

Laws

- Title X: United States Code - Armed Forces

DoD Instructions

- DOD Instruction 1320.4 - Military Officer Actions Requiring Approval of the Secretary of Defense or the President, or Confirmation by the Senate
- DOD Instruction 1320.12 - Commissioned Officer Promotion Program
- DOD Instruction 1320.14 - Commissioned Officer Promotion Program Procedures

Department of the Army Memorandum

- DA Memo 600-2 - Policies and Procedures for Active Duty List Officer Selection Boards

Army Regulations / DA Pamphlets

- AR 600-8-29 - Officer Promotions
- DA PAM 600-3 - Commissioned Officer Professional Development and Career Management

Frequently Asked Questions (FAQs)

How much time does a board spend reviewing my file?

Depending on the size of the board (total population) and your zone of consideration, each board member typically spends one to five minutes per file. In and Above the zone files are generally reviewed for approximately two to three minutes. Below the Zone files are first reviewed during a screen vote for approximately one to two minutes. The board will then conduct a second vote of higher quality files that possess solid potential for BZ selection. During the second BZ vote, boards typically review each file for approximately two to three minutes.

What input does Branch have in the selection process?

NONE. 30 days prior to the board's convene date assignment officers review the actual board files for two weeks to ensure accuracy. Once their review is complete, the DA Secretariat Board Recorders conduct a final check for completeness prior to voting. Officer management branches DO NOT provide OMLs of their "top" people to the board. Files are distributed to board members randomly.

Frequently Asked Questions (FAQs)

What OER / Administrative information is briefed to the board?

DODI 1320.14 allows administrative information to be briefed to the board. The board receives an information briefing on the two types of OER's, the 67-8 and the 67-9. Part IV "Professionalism" block check is explained, how to identify small populations, small Senior Rater Profiles, and numerous examples of different types of Rater and Senior Rater comments.

What are the most important things to do prior to my next board?

Ensure that your OMPF, photo and ORB are up to date.

Are there racial, ethnic or gender requirements?

There are NO race, ethnic or gender requirements. Officers are promoted based on merit and branch/skill requirements. The military monitors the selection and promotion rates of all personnel.

Frequently Asked Questions (FAQs)

Are letters to the Board President (LTBP) needed/recommended?

Officers eligible for consideration may write to the board to provide documents and information calling attention to any matter concerning themselves that they consider important to their consideration. They are not required.

Prudence should be used when deciding whether or not to write a letter to the board president. If there is something in your file that you feel needs an explanation, write a letter that clarifies the issue. Keep it brief and to the point. Keep in mind that a letter will only draw attention to the issue you are explaining. Use your best judgment.

What OER's are masked if any?

For commissioned officers Year Groups (YGs) 1984 and earlier - no OER's are masked; YGs 1985 and 1986 - 2LT OER's are masked; and YG 1987 and later - all LT's OER's are masked. Warrant officer WO1 OERs are masked upon their promotion to CW3.

Terminal Learning Objective

Action: Administer Officer Promotions and Selections

Conditions: Given classroom instruction, AR 350-100 (Officer Active Duty Service Obligations), AR 600-8-29 (Officer Promotions) and awareness of Operational Environment (OE), variables and actors.

Standard: Score 70% or higher on a knowledge based exam that includes the following learning activities:

1. Define the objectives of the AC officer promotion system.
2. Communicate decentralized and centralized officer promotion system policies and